

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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Circle Secretary  
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**To,**

Shri. Peeyush Khare,  
Chief General Manager Telecom,  
A Wing, 6<sup>th</sup> Floor, BSNL Admn Bldg,  
Santacruz (W), Mumbai-400054.

**No. SNEA/MH/Cir Corr/2017-2019/52**

**Dated 5<sup>th</sup> November 2018.**

**Sub: Request for withdrawal of vindictive actions against recognized association SNEA and its leaders/members and start dialogue with recognized association of BSNL for resolution of present conflict and unrest thereof.**

**Ref:** 1. Letter No. SNEA/MH/Cir Corr/2017-2019/46 Dated 3<sup>rd</sup> October 2018.  
2. Letter No. SNEA/MH/Cir Corr/2017-2019/47 Dated 11<sup>th</sup> October 2018.  
3. Letter No. SNEA/MH/Cir Corr/2017-2019/48 Dated 11<sup>th</sup> October 2018.  
4. Letter No. SNEA/MH/Cir Corr/2017-2019/49 Dated 24<sup>th</sup> October 2018.

**R/Sir,**

Since last month, your good self has started series of vindictive actions against SNEA and direct/indirect attempts are being made by your good self to destabilize the functioning of SNEA. Even though your good self has taken actions by reaching below the dignity of post of Circle Head of Biggest Circle of BSNL and has created total industrial unrest, SNEA has responded very peacefully. Since last one month, SNEA MH has made sincere efforts to resolve the conflict between management headed by you and SNEA due to letter written by AUAB Mumbai on BSNL day celebrations. We are making sincere efforts on part of SNEA by taking up matter with you in writing as well as requesting for granting meetings to have to depth discussions on the issues and concern raised by you about working of SNEA but till there is no response from your good self on any of the request by SNEA MH.

We have also tried to have discussions with Shri. Aman Jaiswal, GM HR Admn Mumbai and we found that he is willing to settle the conflict as he has assured it at 2-3 meetings we had with him, but he seems to be helpless in front of your mood and he has not done anything except giving positive assurances to leave past as past and go ahead with new harmony in the interest of BSNL.

We once again put on record that since the issue has raised on BSNL Day celebrations by AUAB Mumbai, the Circle Management has started vindictive actions

against leaders of AUAB, and attempts are being made to suppress the voice of leaders of Unions/Associations. In attempt to suppress the voice of these leaders and mainly to teach lesson to the leaders who have signed this letter, already one-sided action has been taken against Com. Anil Dubey DS SNEA Mumbai by issuing him charge sheet on flimsy grounds and then by issuing his arbitrary transfer to Bhandara SSA without assigning any reason.

In next attempt, explanation was called from Com. Hrushikesh Walavakar DS AIBSNLEA Mumbai and his transfer was also proposed to Gadchiroli and he was threatened for unconditional surrender including condition to keep away totally from association activities.

Further letter has been issued to Com. Milind Ingale DS NFTE BSNL Mumbai calling for explanation for not holding elections in time and action seems be taken against him also.

Till today, only Com. Yeshwant Kekare DS BSNLEU seems to be spared as till no action has been initiated against him & his association except direction to his superiors to keep keen watch on his activities.

Over the period of one month, actions against other unions and associations have been limited to above, but your good self has targeted SNEA further and in extreme illegal attempts, my right of holding post of Circle Secretary SNEA Maharashtra Circle has been withdrawn giving flimsy reason. I have already brought to your kind notice that I have this right of holding respectable post of Circle Secretary of SNEA Maharashtra from the members of SNEA Maharashtra Circle in valid Election process. Till the members of SNEA MH directs me to surrender the post, no one else including Circle Management can stop me from holding this post. We have submitted details on this illegal action and conveyed that such one sided and biased letter is not acceptable to us with full justification, but till no action has been taken on our representation.

Since last one month, we have repeatedly requested your good self to review transfer order of Com. Anil Dubey DS SNEA Mumbai, withdraw his fabricated charge sheet and we have submitted full justification for it. But instead of considering request for settlement of manmade grievances of Com Anil Dubey DS SNEA Mumbai, you have taken more stringent action and by taking support of fraction of ex leaders of SNEA MH, you have played lowest level of politics by issuing my illegal, untimely transfer to Buldhana SSA, I am force relieved from ERP, Biometric attendance even though I have not received any transfer order officially. In a most unethical way, all these forced

actions are assumed to be implemented when I was on leave due to emergency hospitalization of my father.

When we were expecting some positive response from you as CGMT MH , nothing has been responded positively but vindictive actions continues with more intensity as we are getting information from reliable source that more actions will be taken against SNEA leaders and it is being deliberately spread by the management that some more transfers of SNEA leaders will be issued. Some of prominent officers in your good book are threatening SNEA members to leave SNEA Membership. It is further pressurized to some of the executives that if not possible to leave SNEA membership then they should keep away from association activities till your anger against SNEA is calm down.

When we are hearing many of the rumors on harsh actions against SNEA leaders, we do not believed it as we have not seen any management has gone to any such lower level to destabilize functioning of recognized association and never attempts were made to finish association which has raised voice against certain wrong decisions of the management.

Your aim to finish SNEA MH and its activities or withdraw command of CS SNEA MH from me and handover it to your puppet leader who will not oppose you and will beg for “Peace Award” from your hands is now clearly visible. We put on record , this is the lowest of level of politics played by any of the Circle just to run office as per wish and will and to suppress the voice of the recognized association against wrong doing of management by wastage of BSNL Money that to be when BSNL is facing financial crises. SNEA is the strongest association with 2800 membership of executives who are working on core positions of BSNL in different SSAs/units and it is strongly bonded and no one can finish this association.

Over the period, we have tried to have dialogue with you as CGMT MH by repeated written request, but you have never responded to our requests but whenever attempts were made to start dialogue, same were rejected by your good self.

When action was initiated against Com Anil Dubey DS SNEA Mumbai as signatory of AUAB letter, he personally tried to convince you, some of GM level officers have tried to convince you, but you have never responded to any such request even though you have agreed with all these officers that Com Anil Dubey is innocent officer. Further, we have seen that you were also convinced about innocence of Com Anil Dubey as on 11/10/2018 when you have in depth discussions with him and finally directed him to proceed on leave by switching off mobile, What's Apps, Social media and with stringent condition of keeping away from SNEA activities. Com Anil Dubey

has agreed with your conditions to settle the conflict created by AUAB letter but has requested you to give some time to go away from association activities totally, as he is strongly bonded with SNEA as DS and it is difficult to keep away from SNEA activities immediately. He has further informed that he has issued notice for District Conference, which is scheduled on 24/10/2018, and by handing over charge of DS anybody else, he will be away from association activities and same was agreed by you. But you have put condition as that of politician that he should not attend the CEC meeting scheduled on 14<sup>th</sup> October 2018, which he cannot avoid as he is holding responsible post in association.

But when he attended the CEC meeting, you have expressed total anger against him and on last date of submission of reply to memorandum i.e. 18/10/2018, when he met to GM HR Admn Mumbai where submission of reply is required or not, GM HR Admn Mumbai directed him to meet you and discuss with you. When Com Anil Dubey met you on this matter, you have taken total opposite stand and in presence of GM HR Admn Mumbai, you have expressed total displeasure on action of Com Anil Dubey for attending CEC Meeting at Jalgaon against your strict restrictions. In 180 degree opposite stand you have taken on 11/10/2018 for sympathetic consideration, on 18/10/2018, you have threatened Com Anil Dubey for taking very harsh action against him. You have warned him that he will definitely get punishment for attending CEC Meeting against your instruction and dared him to terminate from BSNL services for not following your orders. You have mentioned that you have powers under BSNL rule 6 to terminate him. You also said that now you will process the Departmental Inquiry fastest speed by appointing IOs/POs who will follow only you and Com Anil Dubey will be surely proved guilty and will be terminated from services at the earliest. Accordingly, against the fact that issue was to settled after discussions, only for the reason that Com. Anil Dubey has attended CEC meeting at Jalgaon, as threatened to him, you have started proceedings against him even though he has submitted full justification about his defense and innocence thereof.

On 23/10/2018, Com. Bharat Sonawane CP SNEA MH and Com M N Kotambe ACS SNEA MH have specially visited Circle office Mumbai for discussing the conflict with GM HR Admn Mumbai and your good self. Shri. Aman Jaiswal GM HR Admn Mumbai had some discussions with both of them wherein he has pleaded in support of actions against SNEA and its leaders and finally confirmed that whatever is going on is as per directions of CGMT MH and CGMT MH is the only authority to do something in it and he cannot help in resolution of the matter. He further advised

both of them to meet you and it is being informed that due to your busy schedule you could not spare time for discussions with both of them.

On 24/10/2018, the delegation of SNEA Nashik under leadership of Com. M. B. Sangle DS SNEA Nashik had given welcome to you during your visit at Nashik for TWWO Anand Mela. They have discussions on development issues and during discussions, they have raised issue of vindictive actions against SNEA leaders and requested for review of it. But your good self has clearly denied any discussions on this issue as you do not want to discuss it and while directing towards Shri. Nitin Mahajan GMT Nashik you have informed that he has put such condition before giving meeting to delegation. On further insisting by delegation your good self has informed that you are being troubled by me as CS SNEA MH for last two years and you have much grievances against me and my letters, website updates on different issues as CS SNEA MH. You have also alleged that I am not respecting chair of CGMT MH and I have spoiled peaceful atmosphere in Circle Office Mumbai by writing different letters and updates on website against management. You have further alleged that all the SSA/BA Heads are against me and challenged that if any single BA/SSA/Unit head says that transfer order of Shri. Adasul is to be cancelled, you will cancel it.

During overall discussions with delegation of SNEA Nashik with your good self Shri. Nitin Mahajan GMT Nashik tried for intervention by narrating facts that SNEA team is fully involved in overall development and maintenance activities of BSNL and such unrest among SNEA members who are majority in number is causing hardship and requested you to review the matter, but you have not changed your stand and denied for any review of actions.

In overall discussions, you have projected that I as CS SNEA MH is fighting against you since last two years without any justification and you are tolerating it and now you have lost patience of your tolerance. But fact is that I am holding the post of CS just for last one year and not for two years. You have also asked delegation that why they are not advising me for not writing anything against management. When they have responded that they are in touch with CS, and will again request him to not to do so, but then you have asked for written guaranty from the delegation on stamp paper of Rs. 100, that in future I will not write anything against any action of management with assurance that if they give guaranty in writing, you will tore out all papers of action against me. Naturally, it was not possible for delegation to give such guaranty and no question of review of any vindictive action by you. In this discussions, only positive point we have seen that you have agreed the technical expertise and innocence of Com Anil Dubey in overall process and he is being troubled

for his involvement in association activities and mainly as signatory of AUAB letter. Even though you have not clarified that how only Com Anil Dubey can be at extreme guilt among all four signatories of the letter and how can he be punished in such extreme manner and you have straightaway refused to review any action against me. You have firmly denied to delegation to restore my right of holding post of CS SNEA MH and cancel transfer to Buldhana. It was quiet good to note by team SNEA Nashik that you have assured to taken lenient views against Com Anil Dubey, but no such lenient views are seen from your side in last one month, but Com Anil Dubey is kept under tension by sending him on compulsory leave for no mistake on his part and making him to switch off his Mobile, What's app and Social media.

Further, as matter was part of AUAB Mumbai and AUAB MH and as all the comrades have seen that the actions of the management are vindictive against SNEA and it is threat to overall functioning of SNEA, Com. Nagesh Kumar Nalawade CS BSNLEU and Com. Rajan Dani CS NFTE BSNL MH have taken appointment from you and both have advised us to maintain silence and they will try to settle the matter. Though we were sure that you will not respond to them also in any manner except gimmicks of words, we have kept faith on it as one more attempt to resolve the conflict. Before going to discussions, we had open discussions in office of BSNLEU MH and I have requested them to have talks on only case of Com Anil Dubey as it is due to letter by AUAB and needs to be settled. When we have insisted that someone from SNEA should be part of these discussions, Com Nagesh Kumar Nalawade informed that first both of them will go and start discussions and then they will call Com. M.N.Kotambe ACS SNEA MH and advised me not to attend meeting as you are much annoyed with me and if I join there will not be any fruitful discussions. We have responded positively and Com M.N.Kotambe was waiting for call from them from 1100 hrs to 1430 hrs, but none of them called. At 1430 hrs both the comrades have returned back and informed that out of total discussions of about three hours you have complained about me for two and half hours and half hour was for putting their views and discussions on case of Com Anil Dubey.

As outcome of this special meeting with you Com. Nagesh Kumar Nalawde CS BSNLEU MH and Com. Ranjan Dani CS NFTE BSNL MH have informed that finally you have agreed to take lenient view with following conditions.

1. The Charge sheet of Com Anil Dubey will not and cannot be cancelled as IO PO has been appointed and Departmental Inquiry has been started but lenient views will be taken while deciding the punishment.

2. Transfer order of Com Anil Dubey will be reviewed and instead of Bhandara he will be posted to any SSA as per his request other than Mumbai, Kalyan and Raigad SSA.
3. My Transfer to Buldhana SSA will not be cancelled and I will have to join at Buldhana SSA.
4. Due to persuasion by both the CS, the charge sheet, which ready with you will not be served to me conditionally that nothing will be written by me against any decision of the management by me and I should maintain total silence.

As all these conditions were not acceptable to us as it is nothing but blackmailing practice and attempt to keep SNEA on toes instead of natural justice, we have informed them our rejection on acceptance of such proposal. But both the CSs have advised us to maintain have patience for one-month period and both were optimistic that you will withdraw all the actions. Finally, it was decided that views of all DS & COBs will be taken and accordingly we have taken views of all DS/COBs. Everybody has conveyed that this proposal given by your good self to leaders of Unions is not acceptable to us and we want total justice by withdrawing of charge sheet of Com. Anil Dubey, Restoration of the right of Com Anil Dubey as DS SNEA Mumbai & Com. M. S. Adasul, as CS SNEA MH and cancelling of transfer orders of both and retention in Mumbai. We have already submitted detail justification about our say for your kind perusal and we are till hopeful that your good self will give justice.

On 02/11/2018, leaders of AUAB Pune had meeting with you while your good self was in Pune for TWWO Umang Mela and though leaders of SNEA Pune attended meeting they have not raised the issue of vindictive actions and entire discussions was focused on Development issues. When DS SNEA Pune has asked separate time for meeting with you, it was informed by PGMt Pune that you are having busy schedule and it was not possible to arrange meeting with you. Finally the proposal to have meeting with you by DS SNEA Pune was dropped.

Thus, your good self can see that SNEA MH has made lot of efforts to draw your kind attention over the period of one month and we have made all our efforts for resolution of present conflict between recognized association and management, but unfortunately, it is not responded by your good self for resolution of issues.

We have already brought to you kind notice that there were some actions on part of management due to your working style and over the period SNEA MH has pursued all such cases and resolved the issues, but as dialogues between recognized

association and management has stopped since **last one month the following issues are pending and there is mass unrest among the executives.**

1. On 29/05/2018, Shri. Nitin Rokade, GMT Nanded has derecognized the District Body of SNEA Nanded without assigning any reason and matter has kept pending by GM HR Admn Mumbai without any decision till today.
2. Com. B. R. Kamble, DS SNEA Nanded has been transferred under LA arrangement by rejecting his request duly recommended by GMT Nanded.
3. Com. M. P. Bhole, DGM Buldhana & DP SNEA Buldhana is first reverted from DGM LA to DE without giving any reason and then transferred to Sangli SSA and his request for retention at Buldhana or change of SSA to Jalgaon is not given consideration for last four months.
4. Name of Com. S.V. Pawar, active member of SNEA has been dropped from the list of DGM LA for last two spells and non-members of SNEA are giving out of turn DGM LA promotions.
5. Request of Com. D.V. More DE Pune, active member of SNEA for giving DGM LA before his superannuation retirement is not given consideration and all his juniors are given DGM LA in different SSAs.
6. The Immunity granted to DS SNEA Mumbai is forcefully withdrawn quoting fabricated reasons and is not being restored after repeated requests.
7. Com. Anil Dubey DS SNEA Mumbai is arbitrarily transferred to Bhandara SSA by cancelling his earlier transfer to Kalyan SSA, and he is force relieved through ERP without following the guidelines on transfer policy.
8. Fabricated charge sheet has been issued to Com. Anil Dubey DS SNEA Mumbai by putting baseless allegations and he is being pressurized for accepting charges by adopting pressure tactics.
9. The management is spreading hate and creating disputes among Unions/Associations and TWWO by exaggerating facts.
10. The post of CS SNEA MH is illegally forfeited by putting baseless allegation of holding two post and quoting it as violation of constitution even though Management has no power to forfeit post of an office Bearer elected by members.
11. Com. M. S. Adasul, CS SNEA MH is transferred to Buldhana SSA without assigning any reason and forced relieved through ERP without following the guidelines on transfer policy and his repeated request for justice are not given consideration.



12. SNEA Members are being threatened by the officers in management to leave membership of SNEA and keep themselves away from the SNEA activities.
13. The requests of executives are not considered even on basis of medical grounds, but request of nonmembers of SNEA are considered on pick and choose basis.
14. Further attempts are made by the management by propagating wrong information about SNEA leaders and spoiling images thereof.
15. Request for transfers of executives working at tenure stations who are majority SNEA members are not given consideration even after completion of tenure.
16. Requests submitted executives for refusal under looking after arrangement are not given consideration even after clear guidelines from BSNL Corporate Office.
17. Repeated caveats are being filed against SNEA members and BSNL money is wasted on such unwanted works when BSNL is facing financial issues.
18. Charge sheets are issued to the executives for not joining new place of posting even though these officers were not relieved by their controlling officers/SSA Heads.
19. The minutes of formal meeting granted to recognized association are not issued even after none months of the meeting and repeated request by SNEA MH.
20. Many of development issues raised by recognized association are deliberately neglected and even single development agenda is not discussed even after passing period of one Year and no reasons are being given for it.
21. Four SSA Heads out of 30 SSA Heads are issued recordable warning on pick and choose basis just for administrative works thereby creating fear among the SSA Heads and others with same action are excluded from the list of such recordable warning.
22. The executives are pressurized to follow illegal instructions and if not followed they are first threatened for disciplinary action, then pressure is created for transfers at remote locations and in some cases arbitrarily transferred are being issued to faraway places.
23. Executives are transferred out of SSA in Looking After arrangements and after joining at new place, they are compelled to work in lower cadre by withdrawing LA arrangements.
24. Formal meeting is denied to recognized association.

25. Request of the recognized association, SNEA MH for discussions vindictive actions are not given consideration and wrong messages are being spread by CGMT MH himself among leaders of other Unions and Associations about activities of SNEA.

26. In an ethical manner and illegal attempt, CGMT MH is taking active part in internal activities of the recognized association SNEA and supporting particular group among SNEA, which is working against interest of SNEA.

Apart from this agenda submitted by SNEA MH on development and HR issues is pending and pendency of all such works has caused much unrest among executives. We have tried our level best to draw your kind attention towards resolution of the issues and in one more attempt in this direction and positive approach from side of SNEA MH, we request your good self to have direct discussions with leaders of SNEA MH instead of one sided discussions with others who are not aware about the stand of SNEA and what will be the practical solution for it.

We again put on records that SNEA do not want any agitational programme and we strongly believe on resolution of issues through discussions. The matter of vindictive actions against SNEA has been discussed in detail in recent CEC Meeting of SNEA MH held at Jalgaon. I have updated house about positive assurances by you & GM HR Admn Mumbai to Com Anil Dubey and our discussions thereof. Further in Video Conference address by Shri. Aman Jaiswal GM HR Admn Mumbai in CEC meeting Jalgaon, he has assured to resolve all the issues and have advised us that past is past and we all should move ahead for growth and development of BSNL to overcome present crises.

After to depth discussions it was decided by house to keep faith on say of Shri. Aman Jaiswal GM HR Admn in such public addresses and get issues resolved in peaceful manner. It was further resolved that if management do not keep its word and did not withdraw vindictive actions then **SNEA MH should start agitational action in following step by step manner.**

1. Wearing black badges.
2. Quitting official Whats groups by all members of SNEA.
3. Defollowing the Twitter account of CGMT MH.
4. Work according to rule.
5. Press release on vindictive actions.
6. Submission of Memorandum to all Hon. MPs in Maharashtra Circle.
7. Lunch Hour Demonstration at Circle/District HQs.
8. Full day Dharana at Circle HQ and all District HQs.

9. Mass casual leave. .

10. Total strike.

All our comrades have till today responded in positive manner with hopes for corrective action on your part and we have not even thought on issuing notice for agitational programme as we are hopeful that the conflict will be resolved with mutual discussions between management and SNEA.

As such on behalf of all 2800 members of SNEA MH, I once again request your good self to review all the vindictive actions for whatever may be reason and start dialogue as fresh directly with SNEA MH instead of having discussions through others and please settle the unrest among the executives and non executives of BSNL. I have received calls from many leaders of non-executives to extend support in case of any agitational call by SNEA MH, but we have decided to opt for agitational programme as last option and get the issues resolved through discussions.

We are hopeful that by forgetting past, your good self will review the matter by stopping all such vindictive actions and by creating working atmosphere by maintaining industrial peace so as to meet the present tough competition created by R-Jio and others factors in telecom market.

Hoping for early action and response from your side without any compulsions for us to start agitational programme against our wish and all out efforts to resolve issues through discussions.

With warm Regards,

**Encl: AA**

M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra

**Copy to:**

1. Shri. Anupam Shrivastav, CMD BSNL for kind information please.
2. Mrs. Sujata Ray Director HR BSNL Board, for kind information please.
3. Shri. Aman Jaiswal, GM HR Admn Mumbai for kind information please.
4. Com. A.A. Khan, President SNEA CHQ @ New Delhi for kind info please.
5. Com. K. Sebastin, GS SNEA CHQ @ New Delhi for kind info please.
6. Com. Bharat Sonawane, CP SNEA MH for kind information please.
7. All COBs/DS of SNEA MH for kind information please.